



NewsLetter

Week of Oct. 28, 2002

Vol. 3, No. 21

2003 health care open enrollment

by Bill Dupuy

Health-care costs are on the rise nationwide, as recurring stories in the nation's press confirm. The situation is not much different at Los Alamos National Laboratory, where active University of California employees are scheduled to have received their Open Enrollment packages for 2003.

The Lab's plan incorporates additional costs, to be sure. But these have been kept from escalating too rapidly as a result of budget support from the National Nuclear Security Agency and UC, together with vigorous UC negotiations of key-plan features. Employee feedback from focus groups, this summer's health-care survey and comments posted on the Health Care: Pathways to Change Web site contributed to the mix of information that went into designing the 2003 plan.

Additional opportunities to communicate concerns will be available during the upcoming year as the UC Office of the President prepares for more changes in 2004.

Highlights of the new plan include the following:

- Office-visit co-payments remain at \$20. For other services, there is an annual per-person deductible of \$150 and a per-person \$2,000 annual out-of-pocket limit. This represents the total amount a person would have to pay out-of-pocket before 100 percent coverage applies. The deductible and out-of-pocket limit have a family maximum of three times the individual amounts. For example, a family of four has a deductible of \$450 and an out-of-pocket limit of \$6,000.

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- The plan includes a 10 percent co-pay requirement for each of many hospital and diagnostic services. The \$250 hospital admission co-pay for HMO enrollees is gone.

- A new benefit is a coverage level named

for married couples when both work for UC; they revert to the higher-income level rates.

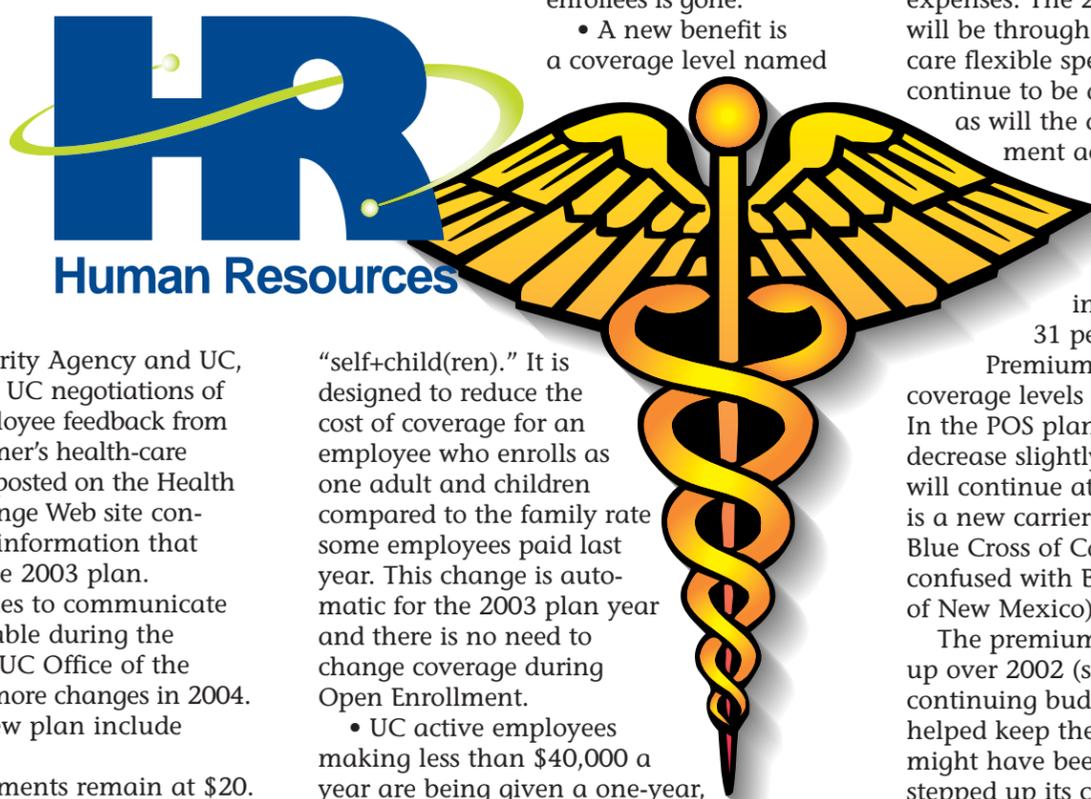
- With the success of the health-care flexible spending account that the Lab ran last year, UC will continue the option of using the FSA to set aside pre-tax dollars to pay for predictable health-care expenses. The 2003 enrollment in FSA will be through the UC system. The health-care flexible spending account will continue to be administered by SHPS Inc. as will the dependent-care reimbursement account program.

With the new year, the employee share of the premium for HMO family coverage will increase by approximately 31 percent.

Premium increases for other HMO coverage levels range from 7 to 26 percent. In the POS plan, monthly premiums will decrease slightly for 2003. The Core Plan will continue at no cost to employees. There is a new carrier for the Core Plan this year: Blue Cross of California (not to be confused with Blue Cross Blue Shield of New Mexico).

The premium cost for many employees is up over 2002 (see charts on Page 2). But continuing budget support from NNSA helped keep the increase lower than it might have been. And the University stepped up its contribution to all its employees' health care. In fact, UC will now cover about two-thirds of the average monthly employee increase. As a result of these actions, "The increases seen by employees are significantly less than we

continued on Page 5



"self+child(ren)." It is designed to reduce the cost of coverage for an employee who enrolls as one adult and children compared to the family rate some employees paid last year. This change is automatic for the 2003 plan year and there is no need to change coverage during Open Enrollment.

- UC active employees making less than \$40,000 a year are being given a one-year, temporary allowance to help reduce the cost burden. For employees selecting the HMO plan option, this feature amounts to a premium cost of 18 to 40 percent less than the costs to employees who make more. That's across the board from singles to entire families. The exception is

Open-enrollment presentations

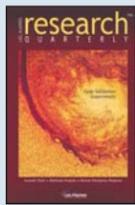
Employees

Date	Time	Place
Nov. 4	8 a.m. to noon	Nevada UC active employees Bld. 600 — Blue Building Small Conference Rm Mercury, Las Vegas, Nev.
Nov. 5	2 to 4 p.m.	Nevada UC active employees Suncoast Hotel and Casino 9090 Alta Drive, Las Vegas, Nev.
Nov. 6	9 a.m. to 3 p.m.	Benefits Fair, Otowi Building Cafeteria side rooms
Nov. 12	1:30 to 3 p.m.	All UC active employees Physics Building Auditorium
Nov. 20	1 to 2:30 p.m.	All UC active employees Louis B. Rosen Auditorium, LANSCE

Retirees

Date	Time	Place
Nov. 4	9 a.m. to noon	Windmill Inn at Sun City 12545 W. Bell Road Susprise, Ariz. (623) 583-0133
Nov. 5	9:30 a.m. to noon	Nevada UC retirees Suncoast Hotel and Casino 9090 Alta Drive, Las Vegas, Nev.
Nov. 13	9 to 11 a.m.	Center for the Arts Theatre Northern New Mexico Community College 921 Paseo de Onate Española (505) 753-3682
Nov. 13	4 to 6 p.m.	Los Alamos Research Park Motorola Building East Jemez Road (505) 667-1806
Nov. 14	8:30 to 10:30 a.m.	Radisson Santa Fe 750 N. St. Francis Drive Santa Fe (505) 992-5865
Nov. 14	1:30 to 3:30 p.m.	Pyramid Crowne Plaza 5151 San Francisco Rd. N.E. Albuquerque (505) 821-3333

Inside this issue ...



New publication showcases Laboratory's national-defense science and technology

A new Laboratory publication aims to communicate the Laboratory's goals and achievements and how they benefit the Lab's neighbors, the nation and the world. **Page 3**

OS staff transitioning to new AS series in November

Nonexempt administrative/secretarial staff at the Lab will transition from the Organizational Support (OS) job series to the new structured series, Administrative Specialist (AS), beginning next month. **Page 3**



Howl-o-ween safety

To help make this Halloween a safe one, the Integrated Safety Management Program Office (ISM/PO) and the National Safety Council offer these tips. . . . **Page 4**

Small-business trade fair draws large crowds to Española

Some 150 small businesses from Northern New Mexico took part in the Building the Bridge 2002 Trade Fair in Española. **Page 6**

Lab employee is four-time winner of Pikes Peak Marathon

Erica Larson of Tritium Science and Engineering (ESA-TSE) recently won the women's division of the Pikes Peak Marathon — her fourth consecutive win. **Page 8**



Los Alamos NewsLetter

The Los Alamos NewsLetter, the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located in the IT Corp. Building at 135 B Central Park Square and can be reached by e-mail at newsbulletin@lanl.gov, by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below.

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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FROM THE TOP

Editor's note: The following is from an Oct. 22 all-employee memo from Rich Marquez, associated director for administration

Health-care open enrollment for 2003

This year, open enrollment for our benefit plans begins Nov. 1 and runs through midnight (PST) Nov. 30 for University of California Laboratory employees and retirees. I strongly encourage you to review the open enrollment materials early and attend at least one of the open-enrollment presentations by the Benefits and Employment Services staff. UC employees and retirees are scheduled to receive open-enrollment materials the end of October. As has been announced, the rising costs of health-care are affecting our self-funded insurance programs. There are many changes in this year's plans, including employee premiums and plan coverage. We want to give you the opportunity to ask questions and understand your choices. Please attend one of the benefits presentations listed at www.lanl.gov/health.

The UC benefits enrollment telephone system will be functional during the Thanksgiving Holiday to give you maximum access. However, there will not be staff support during the holiday to assist you.

This letter focuses on premium and plan-design changes for the HMO and POS plans. Employees stationed in Nevada and elsewhere who participate in local (non-POS) plans will receive information about those plans separately.

Premium changes for 2003 plans

Several changes were made to the cost structure of the plans. You will notice a new four-tiered rate structure, which includes a coverage level for "self-child(ren)" to give single parents a lower cost than the "self+family" rate. In addition, an allowance is being made for employees with salaries at and below \$40,000 to help offset the burden of a larger health-care premium this year. Note: The highest salary will be used to set premiums for married couples employed as UC Laboratory employees.

Premiums

The following tables provide 2002 and 2003 employee premium amounts. The 2003 premiums for all the plans reflect the increase in University subsidy from a projected 6.7 to 15 percent as well as continuation of a significant Department Of Energy subsidy to reflect geographic and demographic differences between Los Alamos and California. These subsidies helped mitigate the very large increases in employee premiums that were anticipated earlier. The subsidies allowed the Laboratory to keep the plans affordable despite the continuing significant rise in health care costs across the nation. Overall, we are pleased with the plan changes, and we believe that we have succeeded in maintaining high levels of coverage at an affordable price.

Plan design changes for 2003

2002 monthly employee/retiree premiums

Plan	Single	Two Party	Family	Medicare Single	Medicare Two Party
BCBSNM HMO	\$35	\$73	\$96	\$0	\$5
BCBSNM POS-In Area	\$125	\$263	\$340	\$81	\$169
BCBSNM POS-Not in Area	\$41	\$86	\$113	\$7	\$14
Core Plan	\$0	\$0	\$0	\$0	\$0

2003 monthly employee/retiree premiums

Employees with Annual Salary Over \$40,000 and Retirees						
Plan	Single	Adult + Child(ren)	Two Adults	Family	Medicare Single	Medicare Two Party
BCBSNM HMO	\$44	\$78	\$91	\$126	\$0	\$0
BCBS POS-In Area	\$112	\$201	\$235	\$324	\$51	\$106
BCBSNM POS-Not in Area	\$34	\$61	\$71	\$98	\$0	\$0
Core Plan	\$0	\$0	\$0	\$0	\$0	\$0

Employees with Annual Salary \$40,000 or Under				
Plan	Single	Adult + Children	Two Adults	Family
BCBSNM HMO	\$36	\$64	\$75	\$103
BCBS POS-In Area	\$104	\$187	\$218	\$301
BCBSNM POS-Not in Area	\$26	\$46	\$54	\$75
Core Plan	\$0	\$0	\$0	\$0

BluePremier HMO-NM

The following changes in the plan will be effective Jan. 1, 2003:

- The concept of co-insurance is being introduced in our BluePremier HMO plan for certain types of health-care services. For example, office visits to your medical doctors will not be subject to co-insurance, but procedures such as mammograms, MRI's and bone density tests will be. Co-insurance helps distribute the cost burden between the employee and the insurance provider. In our 2003 HMO program, the insurance company will pay 90 percent of the costs, and the employee will pay the remaining 10 percent. For example: If an employee checks into a hospital for inpatient services and the bill for those services is \$1,500, the insurance company pays \$1,350 (90 percent) and the employee pays \$150 (10 percent). In most cases, co-insurance includes deductibles that must be met before the 90/10 split is made. Co-insurance does not apply to all types of health care, so be sure to check the specific plan coverage in your open-enrollment packet for services you need.

- There will be an annual per-person deductible of \$150 and a per-person \$2,000 annual out-of-pocket limit. This represents the total amount a person would have to pay out-of-pocket before 100% coverage will apply. The deductible and out-of-pocket limit will have a family maximum of three times the individual amounts. For example, a family of four would have a deductible of \$450 and an out-of-pocket limit of \$6,000.

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New publication showcases Laboratory's national-defense science and technology

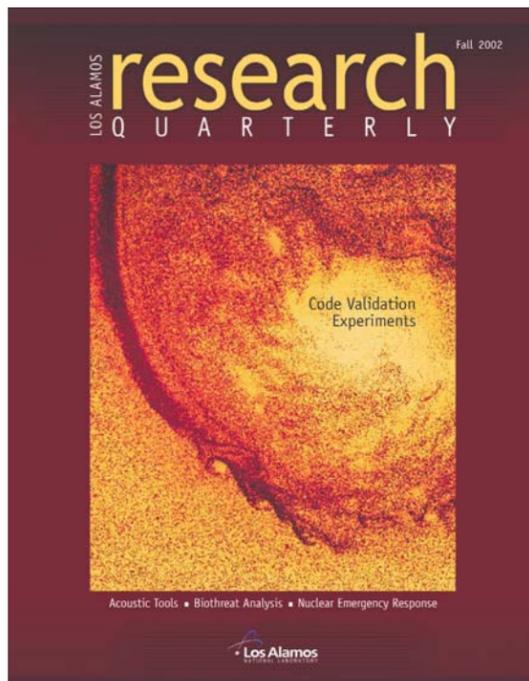
by Judy Goldie

Los Alamos Research Quarterly, a new Laboratory publication, is scheduled to be online (http://www.lanl.gov/worldview/news/larq_archive.shtml) and distributed to master management and an external audience of Laboratory funding agencies, congress and partners this month.

Covering a full spectrum of Los Alamos National Laboratory's science and research, this quarterly, full-color publication, aims to communicate the Laboratory's goals and achievements and how they benefit the Lab's neighbors, the nation and the world.

Laboratory Director John Browne introduces the magazine in Mesa View, a column in the publication, that outlines the purpose of the publication and the goals of the Lab.

The feature article, Code Validation Experiments — a key to predictive science, is at the core of Los Alamos' mission, that of stockpile stewardship. It describes experiments to study how vortices form and interact at the interfaces of different fluids moving through each other. This everyday event, like cream swirling into coffee, becomes critically important in nuclear weapons when the fluids are metals driven together under extremely high temperatures and pressures. These experiments help validate the computational models needed to assess both weapon reliability and safety. By using new visualization tools, such as the Los Alamos PowerWalls, scientists can more easily grasp the huge volumes of information produced in a computer simulation.



The cover of the premier issue is a negative image of a cross-sectional snapshot of one of the pair of vortices formed when a planar shock wave strikes a column of sulfur hexafluoride gas. Shock-wave experiments are being conducted to validate computer simulation codes used to model fluid instabilities of nuclear weapons. The magazine's lead article, Code Validation Experiments — a key to predictive science, discusses this research.

Also of national concern is bioterrorism; another article, Tracking Biothreats, examines the Lab's work on biological non-proliferation and the resultant arsenal of tools and techniques that reveal the molecular signatures key to detecting, identifying

and tracing sources of potential bioterror agents. Yet another tells of the Nuclear Emergency Support Team, for which Laboratory employees volunteer: Lab scientists, with counterparts from Lawrence Livermore and Sandia national laboratories are on call "24/7" for the Accident Response Group and the Joint Technical Operations Team. The ARG deals with accidentally damaged U.S. nuclear weapons while the JTOT responds to the threat of terrorist devices.

Sound Solutions recounts how researchers can discover what is in a closed container — when that container can't be opened. Laboratory researchers have developed sound-based tools for noninvasive fluid identification that offer solutions to practical problems, ranging from "What's in the drum?" to "Is this food fit to eat?"

Most feature articles are accompanied by a "sidebar" about the scientists working on the project.

Also in this first issue are brief news articles on the Lab's participation in Mars Odyssey and "spiked" plutonium work as well as "spotlight" pieces on Laboratory successes such as the Presidential Award for Supercritical CO₂ Resist Removal process; the R&D 100 Award for GENIE, or GENetic Imagery Exploitation, program; as well as the dedication of the Nicholas C. Metropolis Center for Modeling and Simulation.

The quarterly's production team is led by Scientific Editor James L. Smith of Materials Technology (MST-6), Executive Editor Judyth Prono and Art Director Chris Brigman, both of Communication Arts and Services (IM-1).

OS staff transitioning to new AS series in November

by Shelley Thompson

Nonexempt administrative/secretarial staff at the Lab will transition from the Organizational Support (OS) job series to the new structured series, Administrative Specialist (AS), beginning next month. More than 350 employees will move from the OS series into the newly defined AS series over the next 12 to 18 months.

According to Dorothy Halley of Compensation (HR-C), the Administrative Specialist series moves from the hierarchical pay structure to a job-content-based pay structure. The current OS administrative staff's structure is based on the level of the organization the employee supports and not the content of the employee's job. For example, a group office administrator is an OS-5 and a division office administrator is an OS-6 regardless of the job content.

This month and in November, Lab managers, the Human Resources (HR) Division and independent consultants will work together to map OS employees and determine the appropriate Administrative Specialist level classification based upon their current job content. Employees whose job content supports a commensurate or higher level will be mapped accordingly. In some cases, upward salary adjustments may be necessary. Employees whose job content does not support the new level will be "grandfathered" in and will remain in the OS series for up to one year. Employees will not experience salary reductions as a result of the mapping, said Halley. Over the next year, HR will work with management and grandfathered OS employees to map them according to the new AS series, she added.

The nonexempt job titles impacted include

- administrative clerk
- administrative generalist
- administrator 1

- executive office administrator
- group office administrator
- secretary
- word processor

Halley said information on actual job content was gathered by HR-C through focus group meetings with

administrative/secretarial staff, Lab managers and from outside consultants. The focus group discussions indicated that there are three levels of nonexempt work based on job content, not six as in the existing OS series. Detailed descriptions of the roles and responsibilities for the AS series positions have been developed using feedback from focus groups and incorporating the types of duties the Lab values in these positions.

Halley said affected OS series employees completed a job documentation questionnaire to gather data on the roles and responsibilities, job content and frequency of performing each duty. Affected OS series employees also reviewed the completed questionnaire with their supervisor or manager.

HR-C and a consultant analyzed the survey data and examined the current salary ranges of OS employees. Based on these analyses, HR obtained approval from the Department of Energy to expand the job market comparison pool from local to regional. An increase in market participants allows HR to compare salaries for these nonexempt positions to positions performing similar types of work in other companies. This results in more competitive salaries for Laboratory workers, Halley said.

The questionnaire results, analyses and regional market information led to the new AS series for nonexempt secretarial and administrative positions — Administrative Specialist I, II and III.

For more information, write to comp@lanl.gov by electronic mail.



Lab policy allows time off to vote

by Steve Sandoval

Laboratory policy and state law allows Lab workers up to two hours to vote in the general election Tuesday, Nov. 5.

Employees whose regular workday begins before 9 a.m. or ends at or after 4 p.m. are eligible to take up to two hours to vote. Administrative Policies and Procedures Manual (AM) 322.18 to 322.20 details the voting time policy. It is available online at on the Human Resources (HR) Division's Web page at <http://admin-manual.lanl.gov> online.

Laboratory policy states that time off with pay to vote is granted for the time necessary to vote but can't exceed two hours regardless of where the employee lives. Supervisors can specify the hours employees are excused to vote, but supervisors can't include employees' regular lunch period or periods outside an employee's normal working hours as part of the two-hour period.

Staff Relations (HR-SR) provided the following examples to assist employees and managers in determining if employees are eligible to receive voting time:

- An employee who isn't scheduled to work on election day isn't eligible for time off to vote
- An employee who normally works from 7 a.m. to 5 p.m. is entitled to voting time off because the employee's workday ends at or after 4 p.m.

New Mexico residents will cast ballots for governor and a number of statewide and local government offices. Polls are open from 7 a.m. to 7 p.m. on Tuesday. Voters also will be asked to weigh in on nine constitutional amendments. Summaries of the amendments can be found at <http://legis.state.nm.us/misc/procon2002.html> online.



Campaigning caveats

by Judy Goldie

Now that campaigning for various state and local positions and issues is in full swing, it's time to remind employees what is allowed — and what is not — in the Laboratory workplace.

First off, campaigning is prohibited at the Lab; this includes leased and rented facilities. Campaign activities include, but aren't limited to, distribution of campaign literature, buttons and cards and personal "handshaking" appearances or political speeches by candidates, according to the Lab's Administrative Policies and Procedures Manual.

Candidates also are prohibited from having photographs or video tapings taken within Laboratory premises for use in campaign promotionals.

In addition, employees cannot solicit or receive political contributions on Laboratory-operated property or in any place occupied for any purpose by the Laboratory.

The purpose is fairly obvious. Through the Lab neither encourages nor discourages employee discussion of political beliefs or participation in political activities, employees must ensure that the Lab and the University of California cannot be interpreted as endorsing any candidate.

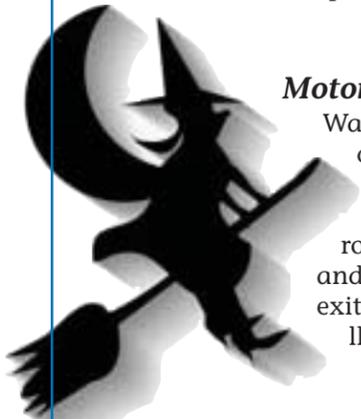
That being said, employees may wear campaign buttons, have stickers and even placards on their vehicles parked in Laboratory lots. Employees also can discuss their political views with each other, but may not engage in politicking.

More information can be found in the Administrative Policies and Procedures Manual, (AM) 709, Political Activities, and AM 701, Government Resources. Staff Relations (HR-8) also is available to respond to questions and concerns about campaigning.

Howl-o-ween safety

by Fran Talley

There is no real "trick" to making Halloween a treat for the entire family. The major dangers are not from witches or spirits but rather from falls and pedestrian/car crashes. To help make this Halloween a safe one, the Integrated Safety Management Program Office (ISM/PO) and the National Safety Council offer these tips.



Motorists

Watch for children darting out from between parked cars walking on roadways, medians and curbs. Enter and exit driveways and alleys carefully.

Parents

Make sure that an adult or an older responsible youth will be supervising the outing for children under age 12. Establish a return time and tell youngsters not to eat any treat until they return home.

Costume design

Costumes should be made of fire retardant material and be loose so warm

clothes can be worn underneath. Strips of retroreflective tape should be used to make children visible.

Face design

Facial make-up is recommended. If masks are worn, they should have nose and mouth openings and large eye holes.



On the way

Instruct children not to enter homes or apartments without adult supervision. They should walk on sidewalks. If there are none, walk on the left side of the road, facing traffic.

Treats

Insist that treats be brought home for inspection before anything is eaten. Wash fruit and slice into small pieces. When in doubt, throw it out.

For more Halloween safety tips, log on to the National Safety Council's Web site at <http://www.nsc.org/library/facts/halloween.htm>.



Gas-line replacement to impact traffic on Trinity Drive

by Steve Sandoval

Los Alamos County is scheduled to start a 10-week natural-gas-line replacement project on Trinity Drive Oct. 21. Work will take place on Trinity Drive between Knecht Street and Oppenheimer Drive, said Julie Williams of the county Utilities Department.

K.R. Swerdferger Construction Co. is the general contractor for the project. Williams said the 50-year-old steel pipe is experiencing corrosion and in the last year has had several leaks. Temporary repairs were made to the line in anticipation of its replacement.

The contractor will replace it with 3,200 feet of an 8-inch line made of a more durable material (polyethylene) to eliminate hazards resulting from continued corrosion. In addition, the county will place conduits for future electric and future fiber optic lines, Williams said.

During the project, eastbound Trinity Drive shouldn't be affected, however westbound Trinity Drive will be reduced to one lane in the work area. Signs and other traffic control devices will be in place to alert motorists to the planned work.

For more information, write to Don Houser or Williams at lacutilities@lac.losalamos.nm.us by electronic mail or call 662-8130. The Los Alamos County Web page also has additional information at <http://www.lac-nm.us/> online.



Laboratory flu shot clinic begins Nov. 4

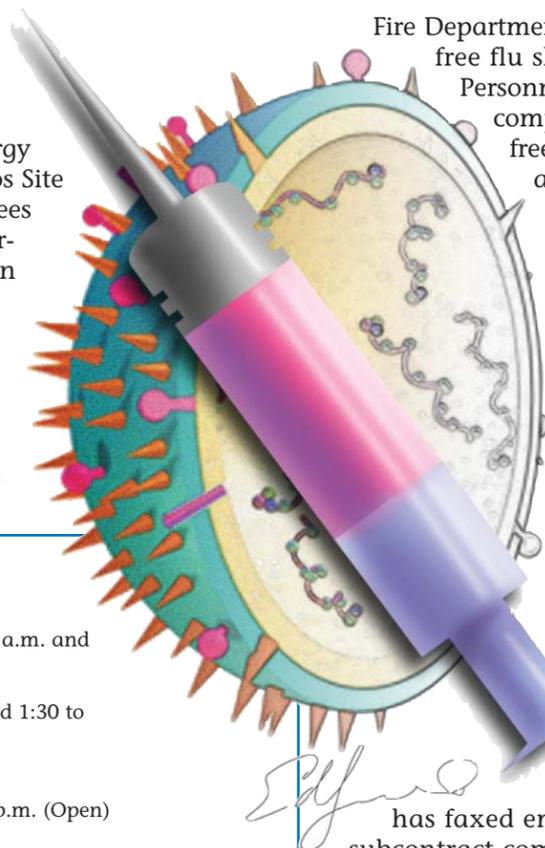
by Steve Sandoval

Occupational Medicine (HSR-2) will again be offering free flu vaccinations for Laboratory workers beginning Nov. 4 and continuing through Nov. 18 or until all the vaccine is administered.

Again this year, staff from HSR-2 will go to various technical areas around the Laboratory to make it easier for workers to receive a flu shot, said Buffy Bergquist of HSR-2, explaining that the idea behind the immunizations is to decrease the likelihood of a flu outbreak at the Lab.

Flu shots will be administered by registered nurses from HSR-2.

University of California Laboratory employees, Department of Energy Office of Los Alamos Site Operations employees and subcontract personnel from Johnson Controls Northern New Mexico, KSL Services and Protection Technology Los Alamos, as well as Los Alamos County



Fire Department personnel can receive a free flu shot, said Bergquist.

Personnel from other subcontract companies also can receive a free flu shot with the approval of their employer, she said.

All workers will be required to read and sign a consent form before they can receive a flu shot. In addition, women who are pregnant will need a written note from their personal physician before receiving the vaccine.

People who are allergic to chicken egg, egg protein or have a sensitivity to Thimerisol (a preservative in contact lens solution) should not receive the vaccine.

Occupational Medicine has faxed employee consent forms to subcontract companies to obtain blanket approval for their personnel to receive vaccinations.

Bergquist said the vaccine provides protection against the A/New caledonia/20/99 (H1N1), A Panama/2007/99 (H3N2), A/Moscow-like strain and B/Hong Kong/1432/2002 virus strains.

The influenza vaccinations don't protect people from common colds, and Bergquist said some people experience mild, flu-like symptoms following vaccination. Frequent hand-washing and covering the mouth when coughing and sneezing are very important to prevent the spread of all viruses.

An annual flu shot is recommended for everyone over the age of 50, anyone with long-term health problems, anyone with a weakened immune system, pregnant women past the first trimester, medical personnel, foreign travelers, people who live in dormitory settings, caretakers and anyone who wants to reduce their chances of catching influenza.

Flu shot schedule

available while supplies last

Monday, Nov. 4	TA-3, Administration Building Auditorium, from 8 to 11:30 a.m. and 1:30 to 4 p.m. (L, Q Cleared)
Tuesday, Nov. 5	TA-3, Physics Building Auditorium, from 8 to 11:30 a.m. and 1:30 to 4 p.m. (Open)
Wednesday, Nov. 6	TA-55, PF1 Auditorium, from 8 to 11 a.m. (Q-Cleared) TA-53, Building 1, Louis Rosen Auditorium, from 1:30 to 4 p.m. (Open)
Thursday, Nov. 7	TA-64, Building 1, PTLA Muster Room, from 7:30 to 8:30 a.m. (L, Q Cleared) TA-00, IBD Room 201, Trinity Drive, from 9 to 10 a.m. (Open) TA 21, Building 210, Library Room 201 (second floor), from 10:30 to 11:30 a.m. (Open) TA-00, Pueblo Complex, Room 604 B, from 12:30 to 1:30 p.m. (Open) TA-00, Pajarito School, Room 133, from 2 to 3 p.m. (Open)
Friday, Nov. 8	TA-3, Occupational Medicine (HSR-2) Conference Room, from 8 to 11:30 a.m. and 1 to 4 p.m. (Open)
Tuesday, Nov. 12	TA-8, Building 21, Room 123, from 8 to 10 a.m. (Q Cleared) S-Site, Building 204, Room 120, from 11:30 a.m. to 2:30 p.m. (Q Cleared) TA-46, Building 1, Conference Room, from 1:30 to 2:30 p.m. (Open) TA-15, DARHT, from 3 to 4 p.m. (Q Cleared)
Wednesday, Nov. 13	TA-35, Building 2, Room A116, from 8 to 9:30 a.m. (Open) PS-13 (White Rock Training Center), Room 112, from 10 to 11:30 a.m. (Open) HRL Auditorium from 1 to 2:30 p.m. (Open) TA-64, Building 1, PTLA Muster Room, from 3 to 4 p.m. (L, Q Cleared)
Thursday, Nov. 14	TA-3, CMR, A104 Conference Room, from 8 to 9:30 a.m. (L, Q Cleared) TA-3, MSL Auditorium from 10 to 11:30 a.m. (Open) TA-18, School House Building 258, from 1 to 2 p.m. (L, Q Cleared) TA-53, Orange Box, from 3 to 4 p.m. (Open)
Friday, Nov. 15	TA-3, HSR-2 Conference Room, from 8 to 11:30 a.m. and 1 to 4 p.m. (Open)
Monday, Nov. 18	TA-3, Otowi Building Cafeteria Lobby, from 8 a.m. - 1:30 p.m. (Open)

The schedule for vaccinations also can be found at <http://int.lanl.gov/worklife/health/FLU-FLYER%2002.pdf> online (Adobe Acrobat Reader required). For more information, call 7-7839.

2003 health care ...

continued from Page 1

had expected," Laboratory Director John Browne said.

Other benefits: UC will continue to offer employees 100 percent employer-paid dental and vision coverage, and the costs for some nonmedical plans, including life and disability insurance, are actually dropping.

Associate Director for Administration Rich Marquez told employees, "I urge you to study the plan options carefully and also to invest in your own good health by participating in the Lab's fitness programs. The first step in prevention of illness (and therefore reduction in health-care costs) is to exercise, eat right and maintain a healthy work/life balance."

Complete details are in the UC Open Enrollment packet, which contains comprehensive information about each employee's options, together with monthly costs for 2003

Selected highlights

2003 plan year	2002 plan year
Self+child(ren) tier	N/A
UC subsidy	UC subsidy
DOE subsidy	DOE subsidy
Allowance for salaries under \$40K	N/A

Key dates

Week of Oct. 21	Enrollment packets scheduled to be mailed
Oct. 30	Briefing by Lab director, 11 a.m., Administration Building Auditorium
Nov. 6	Benefits Fair, 9 a.m. to 3 p.m., Otowi Cafeteria side dining rooms
Nov. 30	Last day to make changes on the UC open-enrollment phone line



Sallie Keller-McNulty

Keller-McNulty honored with Founders Award

Sallie Keller-McNulty of Statistical Sciences (D-1) is the recipient of the 2002 Founders Award for rendering distinguished service to the American Statistical Association and the statistical sciences profession.

Keller-McNulty's recognition is for exceptional leadership in ASA section and committee assignments, especially those relating to her electronic publications, meetings and statistical computing. She also won the award for effective service on the ASA board of directors; for innovative promotion of statistics through scientific and administrative roles at Los Alamos

National Laboratory, the National Science Foundation, the National Academy of Sciences, the National Institute of Statistical Sciences and the Committee of Presidents of Statistical Societies; and for championing statistics education and practice in academia, government and industry.

"Being recognized with this award is a great honor. The other recipients are quite distinguished, and I am a bit surprised to be among them at this time. I attribute my success to the fabulous statistical sciences community because of the many individuals who have influenced and energized me during my career," said Keller-McNulty.

Keller-McNulty's career began at the Lab in 1998 in D-1, where she serves as a group leader. Before coming to the Lab, she was a professor of statistics at Kansas State University. From 1994-1996, she was the director for the National Science Foundation Statistics Program.

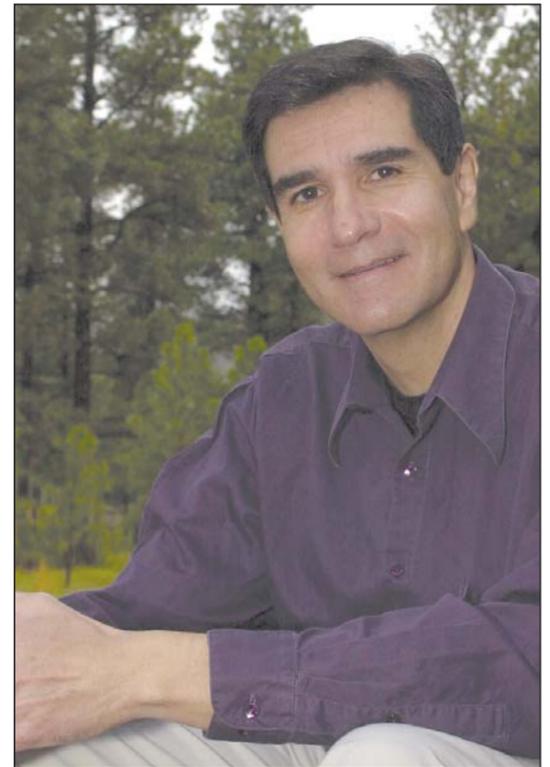
Keller-McNulty received her bachelor's and master's degrees in mathematics from the University of South Florida and her doctorate in statistics from Iowa State University.

Perea named Pit Engineering Certification Project leader

Jacob Perea of Engineering Sciences and Applications-Weapons Systems (ESA-WSE) is the new Engineering Sciences and Applications Pit Engineering Certification Project Leader. He will oversee the efforts of a variety of technical talents pulled together from both within and outside ESA to certify the warhead will meet stockpile-to-target sequence requirements with the Lab produced pit. "It's a privilege to be part of a project that is so important to the Laboratory, National Nuclear Security Administration [NNSA],

Department of Defense [DoD] and the nation's deterrence capability. I especially look forward to joining a capable and dedicated team of people from many organizations and labs working to maintain critical nuclear weapons capabilities. We will focus on two symbiotic goals: first, plan and execute this project to meet programmatic and mission goals and second, do so while meeting our Lab operational goals. It's essential that we succeed in both," said Perea.

Perea has been a Laboratory employee for 28 years and has held a variety of leadership, technical and managerial positions. Before his ESA position, he was deputy
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Jacob Perea

Small-business trade fair draws large crowds to Española

Mee receives Johnston advocacy award

by Steve Sandoval

Some 150 small businesses from Northern New Mexico took part in the Building the Bridge 2002 Trade Fair at Northern New Mexico Community College in Española. The trade fair provided regional small businesses an opportunity to showcase their products and services to not only the Laboratory, but Sandia National Laboratories, state and local government procurement agencies and officials.

The Small Business Program (BUS-SBO) Office, Northern New Mexico Supplier Alliance and the city of Española were the major sponsors with support from a number of agencies.

One of the highlights of the event was the selection of Stephen Mee of the Cerro Grande Rehabilitation Project (FWO-CGRP) Office to receive the second Allan Johnston Advocacy Award for his efforts in working with small businesses.

"I wasn't sure I was going to get it," said Mee. "I had only found out two days prior that I had been nominated for it. ... I was very honored to receive this award. I am very pleased to work with Northern New Mexico small businesses, and speaking on



Stephen Mee, who leads Los Alamos' Cerro Grande Rehabilitation Project (FWO-CGRP) Office, received the second Allan Johnston Advocacy Award for his support of small business. He is pictured here with Suzanne Johnston of Weapon Systems Engineering (ESA-WSE), Johnston's widow. Photo by Tim Martinez, BUS-SBO

behalf of my entire team, we feel that they are hard working individuals concerned about the work they do and the perception of how well their work is performed."

Mee said the Cerro Grande Rehabilitation Project Office has awarded more than \$28 million in procurements to small businesses in the region for completed and ongoing work under the CGRP Office.

Mee noted that five pueblo governments have received contracts totaling \$4.5 million for CGRP work, while his office has tree-thinning contracts in excess of \$1 million with companies in Española, Hernandez and Chama.

And, more than \$500,000 in small procurement contracts through the CGRP have been signed with businesses in Española.

"One of the goals of the Cerro Grande project was to do as much work as possible with small Northern New Mexico firms," said Mee. "We strive very hard to do that and it's worked very well for us."

The Allan Johnston Advocacy Award is named after the late, longtime small business advocate and Los Alamos' former Business Operations (BUS) Division leader. Johnston died last year.



October service anniversaries

35 years

Gordon Brewer, DX-2
Thomas Lopez, NIS-10
George Ortiz, ESA-TSE
Adelaido Sandoval, CCN-18

30 years

Lawrence Cox, NMT-16
Charles Fite, NIS-3
Thomas Hill, X-2
Eldon Linnebur, X-4
Lorenzo Martinez, RRES-WQH
Fred Mortensen, X-2
David Salazar, FWO-WFM
Kurt Schoenberg, LANSCE-DO
Edward Serna, CCN-5
Carlo Trujillo, BUS-4

25 years

James Amann, P-25
Michael Barbe, MST-6
David Barsness, BUS-5
Paula Cisneros, C-INC
Sandra Lopez, IM-4
Marlene Montoya, NIS-NP
William Oakes Jr., X-8
William Olsen, RRES-MAQ
James Painter, X-3
Dixie Paternoster, HR-TD
Gregory Pollak, X-1
Manjit Sahota, T-3
Roberta Simpson, NMT-15
David Watkins, STB-LDRD

20 years

Robert Alcon, DX-1
Larry Austin, MST-OPS
Joseph Baca, BUS-6
Kenneth Butterfield, NIS-6
Jeffrey Dunning, IM-3
Salley Eres, S-DO
Gregory Helland, RRES-WQH
Loren Jacobson, MST-6
George Kolb, CER-31
Thomas Moxley Jr., ESA-AET
Gregg Obbink, NIS-4
Albert Stadelmaier, ESA-FM-ESH

15 years

Sheila Brown, LC
James Dalton, FWO-DF

John Foley, OMBUDS
Anthony Garcia, BUS-4
Faith Harp, IM-1
Joel Kress, T-12
William Kubic Jr., D-10
Barbara Maydew, EES-DO
Mark Miller, ESA-WR
John Musgrave, C-INC
Marta Oakley, AA-4
Geraldine Purdy, MST-11
William Sailor, D-3
Dean Sanzo, D-11
Marjorie Snow, EES-6
Laurie Tomlinson, NMT-9

10 years

Roger Crandell, CCN-5
Carl Gilbert, ESA-EM
Emanuel Knill, CCS-3
Diana Kottmann, C-INC
Nanette Mayfied, AA-4
George Rodriguez, MST-10
Coleman Smith, NMT-15

5 years

Stacy Battle, B-DO
Bruce Bingham, NMT-13
Miriam Blake, STB-RL
Tom Bucholz, P-FM
Melvin Burnett, FWO-SEM
Shaoping Chu, EES-2
John Costanza, CCN-2
Anthony Davis, NIS-2
Peter Ebey, ESA-TSE
Susan Espinoza, NMT-10
Delilah Garcia, HR-S
Doran Greening, X-7
Arlen Heger, ESA-WR
Patricia Leonard, RRES-AT
Gloria Lujan, PS-14
Martin Mataya, MST-6
Andrei Matlachov, P-21
Randall McClaskey, NMT-6
Gerald Merkey, NMT-8
Allon Percus, CCS-3
Brian Rooney, NIS-6
Thomas Sandoval, EES-2
Christopher Smith, FWO-IIM
Timothy Weeks, ESA-WR
Richard Ziegenbein, DX-DO

Health care ...

continued from Page 2

- The current \$250 hospital co-pay per admission will be eliminated. Although the \$75 emergency room co-pay will continue, it will be eliminated if the person is admitted to the hospital. These services will be subject to deductibles and co-insurance as discussed above.

- The \$20 co-pays for office visits will continue. Because these services are not subject to co-insurance, co-pays will not apply toward the deductible. However, they will apply to the out-of-pocket limit of \$2,000 per person.

- For Medicare members, integration with Medicare payments will not change. Cost-sharing by Medicare members is on the same basis as for employees and non-Medicare retirees.

Blue Premier POS Tier 1

- A \$250 annual deductible will apply, retaining the existing 90 percent plan co-insurance; the annual out-of-pocket limit (including deductible) will be increased to \$3,000, from the current \$2,000.

- As in the HMO, flat-dollar co-pays will not apply to the deductible but will apply to the out-of-pocket limit.

Blue Premier Point of Service Tier 2, Point of Service Worldwide and Core

- No changes are contemplated for these plans.

I would like to convey my gratitude for the interest our employees have taken in helping us assess our benefit options for the future. We will watch the performance of these plans carefully over the next several months, and I urge you to let us know what is working well and what we need to consider for changes in the future. I also urge you to invest in your own good health by participating in the Lab's fitness programs. The first step in prevention of illness (and therefore reduction in health-care costs) is to exercise, eat right and maintain a healthy work/life balance. To access information about the Laboratory's fitness programs, please go to

<http://int.lanl.gov/worklife/health/index.shtml>

Please be on the lookout for your open enrollment benefits packet. If you need additional clarification after you have read your packet materials, please visit the Benefits Web site at

<http://int.lanl.gov/worklife/benefits/>.

The Benefits staff (7-1806 or benefits@lanl.gov) will be available to assist you with any questions you may have regarding Open Enrollment.

Perea ...

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division leader for Dynamic Experimentation (DX) for four years and group leader for eight years.

Perea received his bachelor's degree in electrical engineering from New Mexico State University in 1974 and an executive Master's in Business Administration from University of New Mexico in 1991.

Shlachter appointed P-DO deputy division leader

Jack Shlachter of Hydrodynamics and X-Ray Physics (P-22) is a newly appointed deputy division leader for Physics (P) Division. Shlachter joined the Lab as a graduate research assistant in 1979 in the former Controlled Thermonuclear Reactions (CTR-DO) group. He became a technical staff member in 1982. From 1985-1987, he was employed with the International Atomic Energy Agency in Vienna.

Shlachter was involved in magnetic fusion research while in CTR-DO and in the former High Energy Density Physics (P-1) group and has had a long association with the Atlas pulsed-power facility. He also has served as P-22 deputy group leader and group leader.

Shlachter said, "P Division is an outstanding organization, and it is an honor to have an opportunity to serve the division and the Laboratory in this new capacity. I am indebted to my colleagues throughout the years who have served as my mentors and whose accomplishments have been a source of pride for me as a line manager."

Shlachter has a bachelor of science degree in physics from California Institute of Technology and a doctorate in physics from the University of California at San Diego.



Jack Shlachter



Lab employee wins Pikes Peak Marathon

by Steve Sandoval

There's an old saying in athletic competition that it's harder to stay on top once you get there than it is getting there. That hasn't been a problem, however, for Erica Larson of Tritium Science and Engineering (ESA-TSE).

Larson recently won the women's division of the Pikes Peak Marathon, her fourth consecutive win at arguably one of Colorado's most famous mountains. In the process, Larson beat her closest female competitor by 23 minutes.

Larson's time of 4 hours, 41 minutes, 53 seconds also was good enough for ninth overall on the grueling 26-mile, 385-yard course that starts at 6,000 feet in Manitou Springs, Colo., a suburb west of Colorado Springs, and winds its way through pavement, rocks and hills up to 14,100 feet.

"It's always been a well-known mountain run in the area," Larson said of Pikes Peak.

Larson is a chemist and has been at the Lab five years. But she's been a long-distance runner for a number of years dating back to high school in Wisconsin when she did the 1- and 2-mile runs and to Marquette University where she ran the 5,000- and 10,000-meter runs and where she earned her bachelor's degree in chemistry.

Larson also has a doctorate in chemistry from the University of Kansas.

Sports always has been in Larson's blood, she said. "I was always interested in going out for sports ... it seems that I liked cross country and track the best.

"I tried other sports in junior high. I tried basketball; I liked it but I wasn't well-suited for it. I wanted to do the running stuff instead," she continued. "I think I do better at the [longer] runs."

These days, Larson mostly runs marathons. She's competed, by her account, in nearly 20 marathons all over the country. Last December, Larson finished third in the Tucson Marathon in a personal-best time of 2:54. For running enthusiasts, that's a quick 6-minute-40-second-per-mile pace. "I wanted to break three hours in that race. I wanted to be in that range," she said, adding she plans to run in the same event in December.

Larson also has run marathons in Chicago; Taos; Shiprock; the Duke City Marathon in Albuquerque; the Bandelier Marathon; the Rock and Roll Marathon in San Diego; and Grandma's Marathon in Duluth, Minn.

How does one prepare for a marathon? Larson said speed work helps — and a lot of long runs.

"I think learning how to train in high school and college really helps," said Larson.

For the Pikes Peak Marathon, Larson said she and her husband ran the mountains around Santa Fe Ski Area and Wheeler Peak in the Carson National Forest in Taos. And earlier in the summer when dry conditions closed forests in New Mexico, Larson said they drove to Colorado on weekends to train.



Erica Larson of Tritium Science and Engineering (ESA-TSE) on a training run along a Lab road at Technical Area 16. Larson is the four-time defending Pikes Peak Marathon champion. Photo by LeRoy N. Sanchez, Public Affairs

In a marathon, Larson said, runners need to know before the race begins how they plan to run. Runners should have a rough idea about what pace they want to set early on; depending how they feel later in the race, a runner can increase the pace, she explained.

At the Pikes Peak Marathon, Larson said she ran a conservative race, at least in the beginning. "In terms of time, you're out there a lot longer," said Larson.

Larson will get her chance to become a five-time defending champion next year at the Pikes Peak Marathon. "There's a lot of good runners in Colorado that aren't doing Pikes Peak," said Larson. "I'm waiting for one of them to come along."

Several other Laboratory personnel also ran the Pikes Peak Marathon. Senovio "Leo" Torres finished first in his age group and fourth overall in the men's division with a time of 4 hours, 16 minutes, 28 seconds. Torres works in Imaging Services (IM-4).

Jerry Martinez of Information and Records Management (IM-5) was 28th overall and fourth in his age group in a time of 5:05:57.

And Gary Wall of Primary Design and Assessment (X-4) finished 34th overall in a time of 5:13:06. The time was good enough for first in his age group.



With snow covering portions of the mountains behind her, Erica Larson of Tritium Science and Engineering (ESA-TSE) participates in the Aspen, Colo. Sky Marathon in June 1999. Larson used a qualifying time in the La Luz Trail Run in Albuquerque to qualify to compete in Aspen. Photo courtesy of Larson

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